



**Title VI Service Equity Analysis: FY2022 Annual Service Plan**  
**Department of Transit Equity, Inclusion, and Community Affairs**

**April 28, 2021**

## Executive Summary

TriMet is proposing to implement several service changes in summer 2020, fall 2021 and spring 2022. In accordance with Title VI of the Civil Rights Act of 1964 and FTA Circular 4702.1B, TriMet conducts an Equity Analysis any time Major Service Changes are proposed to ensure that changes do not unfairly impact people of color and low-income populations. The service proposal includes Major Service Changes to eight bus lines. Thus, an analysis is required prior to the TriMet Board of Directors taking action.

### Methodology

TriMet's Title VI Program outlines the agency's Major Service Change, Disparate Impact, and Disproportionate Burden policies, as well as the way in which TriMet conducts Equity Analyses. Major Service Changes are analyzed for both potential adverse effects and distribution of benefits. This is done at both the individual line-level and system-level, and the analysis seeks to identify any potential disparities based on race/ethnicity or income.

### Major Service Changes

The proposed changes to eight existing lines meet TriMet's established thresholds for Major Service Changes:

- New Line – NW Thurman Street
- Line 11 – Rivergate/Marine Dr
- Line 15 – Belmont/NW 23rd
- Line 19 – Woodstock/Glisan
- Line 32 – Oatfield
- Line 63 – Washington Park/Arlington Hts
- Line 93 – Tigard/Sherwood
- Line 94 – Pacific Hwy/Sherwood

### Findings

1. The 4 major service increases resulted in a **system level disparate impact**.
2. **No system level disproportionate burden** for the 4 major service increases.
3. All improvements are on lines in service areas with **below average minority populations**. However, two of the three improvements will expand the service area for minority populations. Thus, **this would not indicate a potential Disparate Impact** after further examination.
4. All improvements are on lines in areas with **average-or-above low-income populations**. As a result, a greater share of the region's low-income populations stand to **benefit** as compared to higher income populations.
5. **No system level disparate impact or disproportionate burden** for the 4 major service decreases.
6. **Adverse effect** from the major service reduction (Line 11) for minority populations. The service area is above the disparate impact threshold and the level of alternative service is limited for three of the ten stops. Conversely, the low-income populations in this service area is below the disproportionate burden threshold. Therefore, adverse effect does not apply for low-income populations.

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**Attachment A:** Analysis of impact on access to employment, education, health care, food, and parks/public recreation for minority and low-income populations.

## I. Background

Due to the Covid-19 pandemic of 2020, TriMet's Annual Service Plan for FY2022<sup>1</sup> proposes Major Service Changes to eight bus lines that focused on cost neutral/cost saving route and service changes. Other changes will involve changes to improve reliability, travel time, and improvements to on-time performance for lines. Though these changes will represent improvements or reductions for riders on those lines, they are not large enough to be reviewed as Major Service Changes. The Major Service Changes presented here represent the majority of TriMet's proposed changes for FY22.

This report documents the equity analysis conducted for these changes.

## II. TriMet Title VI Compliance

As a recipient of Federal Transit Administration ("FTA") financial assistance, TriMet must ensure that service changes – both increases and reductions – comply with Title VI of the Civil Rights Act of 1964, which states:

*"No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."*

The FTA has provided specific implementing guidelines and regulations for complying with Title VI in Circular 4702.1B ("Circular"). The Circular instructs transit agencies to consider impacts of Major Service Changes on low-income populations as well as minority populations by conducting a service equity analysis. Figure 1 shows the general sequence of steps and considerations in the equity analysis process.

TriMet's Title VI Program<sup>2</sup> outlines the agency's policies, definitions and procedures for complying with Title VI and performing equity analyses. As required by the Circular, this includes the agency's Major Service Change, Disparate Impact, and Disproportionate Burden policies, as set forth below.

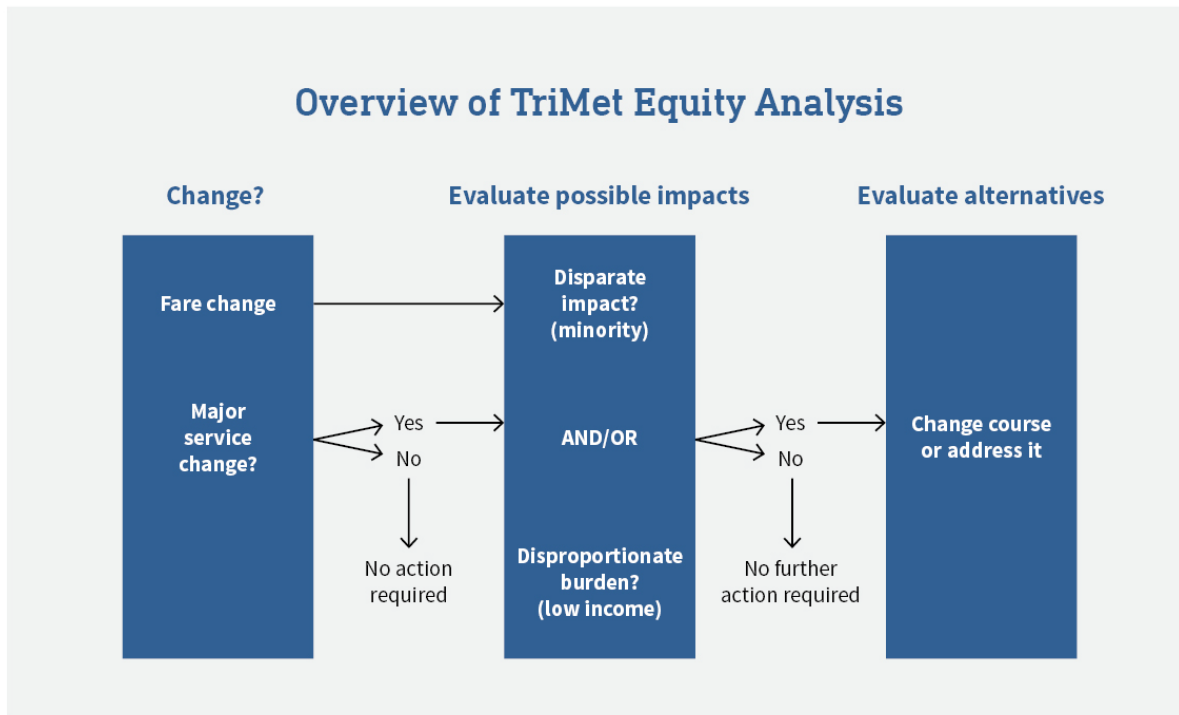
### A. Major Service Change Policy

All changes in service meeting the definition of Major Service Change are subject to a Title VI Equity Analysis prior to Board approval of the service change. A Title VI Equity Analysis will be completed for all Major Service Changes and will be presented to the Board for its consideration and included in the subsequent TriMet Title VI Program with a record of action taken by the Board.

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<sup>1</sup> Fiscal year 2022 runs from July 1, 2021 to June 30, 2022.

<sup>2</sup> TriMet's Title VI Program was updated and submitted to FTA in fall 2019



**Figure 1: Overview of TriMet's Title VI Equity Analysis process**

A **Major Service Change** is defined as:

1. A change to **15% or more of a line's route miles**. This includes routing changes where route miles are neither increased nor reduced (i.e. re-routes), or;
2. A change of **15% or more to a line's span** (hours) of service on a daily basis for the day of the week for which a change is made, or;
3. A change of **15% or more to a line's frequency** of service on a daily basis for the day of the week for which a change is made, or;
4. A single transit line is **split** into two or more transit lines,
5. A transit line is retired or eliminated from service, or;
6. A **new transit line** is established.

A Major Service Change occurs whether the above thresholds are met:

- a) Within a single service proposal, or;
- b) Due to a cumulative effect of routing, span, or frequency changes over the three years prior to the analysis

## B. Disparate Impact Policy

Testing for Disparate Impact evaluates effects on minority riders or populations as compared to non-minority riders or populations. “Minority” is defined as all persons who identify as being part of racial/ethnic groups besides white, non-Hispanic.

In the course of performing a Title VI Equity Analysis for possible disparate impact, TriMet will analyze how the proposed major service change or fare change action could impact minority populations, as compared to non-minority populations.

In the event the proposed action has an adverse impact that affects protected populations more than other populations at a level that exceeds the benchmarks established in the adopted Disparate Impact Policy, or that restricts the benefits of the service change to protected populations, the finding would be considered as a potential Disparate Impact. Given a potential Disparate Impact, TriMet will evaluate whether there is an alternative that would serve the same objectives and with a more equitable impact. Otherwise, TriMet will take measures to minimize or mitigate the adverse impact of the proposed action.

The Disparate Impact Policy defines measures for determination of potential Disparate Impact on minority populations resulting from Major Service Changes or any change in fares. The policy is applied to both adverse effects and benefits of Major Service Changes. Adverse effects of service changes are defined as:

1. A decrease in the level of transit service (span in days and/or hours, and/or frequency); and/or
2. Decreased access to comparable transit service, which is defined as an increase of the access distance to beyond one-quarter mile of bus stops or one-half mile of rail stations.

The determination of disparate impact associated with service changes is defined separately for impacts of changes on an individual line, and for system-level impacts of changes on more than one line, as well as for both service reductions and service improvements.

1. In the event of potential adverse effects resulting from service reductions:
  - a) A Major Service Change to a *single line* will be considered to have a potential Disparate Impact if the percentage of impacted minority population in the service area of the line exceeds the percentage of minority population of the TriMet District as a whole by at least 3 percentage points (e.g., 33 percent compared to 30 percent).
  - b) To determine the *system-wide* impacts of Major Service Change reductions on more than one line, the percentage of the TriMet district’s minority population that is impacted is compared to the percentage of the TriMet district’s non-minority population that is impacted. If the percentage of the minority population impacted is at least 20 percent greater than the percentage of the non-minority population impacted (e.g., 12 percent compared to 10 percent), the overall impact of changes will be considered disparate.

2. In the event of service improvements:

- a) A major service change to a *single line* will be considered to have a potential Disparate Impact if:
  - i. The improvement is linked to other service changes that have disproportionate and adverse effects on minority populations, or;
  - ii. The percentage of impacted minority population in the service area of the line is less than the percentage of minority population of the TriMet District as a whole by at least 3 percentage points (e.g., 27 percent compared to 30 percent).
- b) To determine the *system-wide* impacts of major service change improvements on more than one line, the percentage of the TriMet district's minority population that is impacted is compared to the percentage of the TriMet district's non-minority population that is impacted. If the percentage of the minority population impacted is at least 20 percent less than the percentage of the non-minority population impacted (e.g., 8 percent compared to 10 percent), the overall impact of changes will be considered disparate.

3. Additional considerations to complement the quantitative Disparate Impact analysis above may include evaluating impacts to accessing employment, education, food, or health care for minority populations.

Upon determination of Disparate Impact, TriMet will either:

- a) Alter the service proposal to avoid, minimize, or mitigate potential Disparate Impacts, or;
- b) Provide a substantial legitimate justification for keeping the proposal as-is, and show that there are no alternatives that would have a less Disparate Impact on minority riders but would still accomplish the project or program goals.

### C. Disproportionate Burden Policy

Testing for Disproportionate Burden evaluates potential effects on low-income riders or populations, defined as at or below 150% of the federal poverty level. The line and system level evaluations are identical to those used to determine potential Disparate Impacts, but compare low-income and higher income populations rather than minority and non-minority populations.

## III. Proposed Service Changes

### A. Description of Changes

Table 1 lists the proposed service changes by the quarter in which they would take effect.

**Table 1: Proposed Service Changes in FY 2022 Annual Service Plan**

Quarter	Line	Service Change Description
Fall 2021	New Line – NW Thurman St	➤ New Transit Line
	Line 11 – Rivergate/Marine Dr	➤ Remove service from Rivergate
	Line 15 – Belmont/NW 23rd (Thurman St)	➤ Reduce frequency ➤ Reduce weekday span ➤ Eliminate weekend service
	Line 19 – Woodstock/Glisan (Rex Loop)	➤ Reduce frequency on weekday ➤ Remove all service on weekends
	Line 32 - Oatfield	➤ Extend service to Beaver creek Rd and Meyers Rd
	Line 63 - Washington Park/Arlington Hts	➤ Discontinue service to the Oregon Zoo ➤ Extend service into Downtown Portland
	Line 93 - Tigard/Sherwood	➤ Retire Line
	Line 94 - Pacific Hwy/Sherwood	➤ Resume weekend service for the Line 93
Spring 2022	Line 11 – Rivergate/Marine Dr	➤ Remove service from segment of Marine Drive ➤ Add service to Delta Park

*Note: The FY22 Annual Service Plan also includes minor changes to line 15, 19, 39, 51, 66, 75, and 77. These changes are not included in this analysis because they are too small to reach the Major Service Change threshold.*

## B. Major Service Change Test

To determine whether individual service changes meet the definition of Major Service Change, current and proposed service are compared in terms of route length, frequency, and span (hours) of service. Changes of 15% or more qualify as Major Service Changes, including changes meeting this threshold cumulatively over the course of three years.

Results of the comparison are shown in Table 2. To summarize, these changes meet TriMet’s adopted Title VI Major Service Change definition:

- New Line – NW Thurman St:** New Transit Line
- Line 11 – Rivergate/Marine Dr:** Route length decrease over 15%
- Line 15 – Belmont/NW 23rd:** Frequency decrease over 15%, span decrease over 15% on weekdays, and span decrease over 15% on weekends
- Line 19 – Woodstock/Glisan:** Frequency decrease of over 15% on weekdays and span decrease over 15% on weekends
- Line 32 – Oatfield:** Route length increase over 15%
- Line 63 – Washington Park/Arlington Hts:** Route length increase over 15%
- Line 93 – Tigard/Sherwood:** Retire Line
- Line 94 – Pacific Hwy/Sherwood:** Resume Line 93 service



**Table 2: Results of Major Service Change Test By Line**

Line	Change in Route Length	Change in Span	Change in Frequency	Line Split	Retired Line	New Line or New Service
<b>New Line - NW Thurman</b>						✓
<b>Line 11 - Rivergate/Marine Dr</b>	-19%					
<b>Line 15 - Belmont/NW 23rd</b>		-15%	-15%			
<b>Line 19 - Woodstock/Glisan</b>		-15%	-15%			
<b>Line 32 - Oatfield</b>	+19%					
<b>Line 63 - Washington Park/Arlington Hts</b>	-59% +109%*					
<b>Line 93 - Tigard/Sherwood</b>					✓	
<b>Line 94 - Pacific Hwy/Sherwood (Resume Line 93)</b>						✓

**C. Line-level Analyses**

Having identified the service changes which meet the definition of Major Service Change, the next step in the analysis is to look at each line individually to determine potential Disparate Impacts (minority populations) and/or Disproportionate Burdens (low-income populations). Both service reductions and service increases are analyzed. For service increases, the analysis examines the extent to which the *benefits* of the improvements are inclusive of minority and low-income populations. The line-level analysis compares minority and low-income populations for the service area of each line proposed for a Major Service Change to the minority and low-income populations of the TriMet District as a whole. The analysis is separated by type of service change being proposed:

1. Major Service Reduction
2. Major Service Increases
3. Other Major Service Changes

**1. Major Service Reduction**

For service reductions, the analysis examines whether *adverse effects* (defined on pg. 3) are disproportionately borne by minority or low-income populations. If *adverse effects* are identified and a line’s minority and/or low-income populations are at least 3 percentage points greater than the minority or low-income populations for the TriMet District as a whole, the proposed change is flagged as a potential Disparate Impact or Disproportionate Burden.

The proposal includes four Major Service Reductions in this service plan.

➤ **Line 11** (Route realignment, including stop removals)

The Line 11 includes several route changes. The first is to end the eastbound route at Delta Park MAX station, returning to Marine Dr. via North Hayden Meadows Rd. and Union Ct. This change removes service from low ridership portions of Marine Dr. and NE Middlefield Road. This also provides access to Safeway on North Hayden Meadows Rd. for residents of the Bybee Lakes Hope Center. The second change is to remove a portion of the westbound line along N Rivergate Blvd and N Ramsey Blvd in order to bring faster and more efficient service to N Lombard and N Marine Dr. Doing so would remove Line 11 service from a total of 15 stops, including both directions of service. As shown in Figures 2 and 3, the population in the surrounding areas are above the Disparate Impact threshold (33%) for Major Service Reductions. Thus, this change is flagged for potential line-level Disparate Impact. As shown in Table 3, three out of the 10 stops will not have comparable service within ¼ mile; therefore, adverse effect does apply to the removal of those stops. Additionally, these stops see low to moderate activity, with a total of twenty-two ons/offers per weekday as of spring 2020. It should be noted there were forty-six on/off per weekday as of spring 2019 (pre-COVID).

As shown in Table 4, the five stops will not have comparable service within ¼ mile; therefore, adverse effect does apply. There is not a Disproportionate Burden because the population in these areas are below the threshold (22%); therefore, adverse effect does not apply. It should also be noted that these stops see no activity, with a total of zero ons/offers per weekday as of spring 2020 and there are no residences along N. Rivergate Blvd. Therefore, adverse effect does not apply.

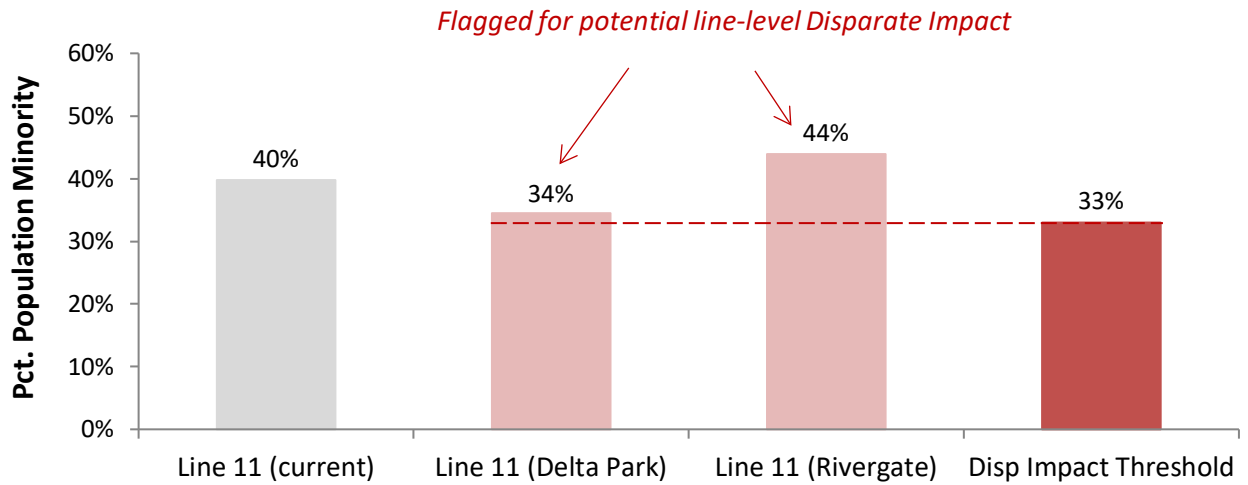
	No. of Stops	Total daily ons/offers (weekdays)	Pct. Population Minority	Pct. Population Low-Income
Service Removed	10	46	34%	21.8%
<i>Nearest comparable service</i>				
Less than ¼ mile	7	24	34%	N/A
Over ¼ mile*	3	22	34%	N/A

\*Adverse effect applies

	No. of Stops	Total daily ons/offers (weekdays)	Pct. Population Minority	Pct. Population Low-Income
Service Removed	5	0	44%	21%
<i>Nearest comparable service</i>				
Less than ¼ mile	0	0	0%	0%
Over ¼ mile*	5	0	N/A	N/A

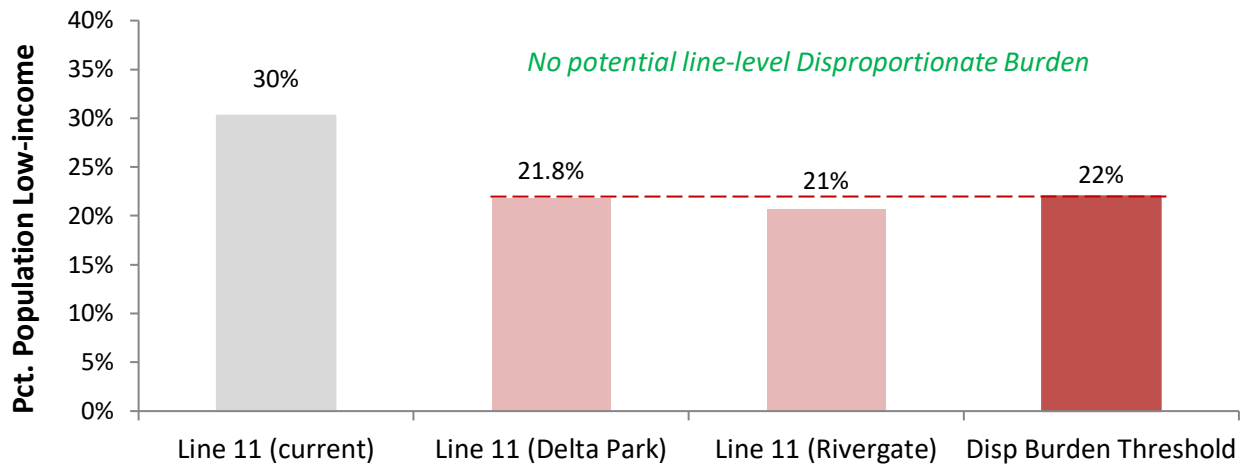
\*Adverse effect applies

**Figure 2: Minority Population Comparison**  
Proposed Line 11 Major Service Reduction



Source: 2014-2018 American Community Survey, block group level

**Figure 3: Low-income Population Comparison**  
Proposed Line 11 Major Service Reduction



Source: 2014-2018 American Community Survey, block group level. Low-income defined as at or below 150% federal poverty level.

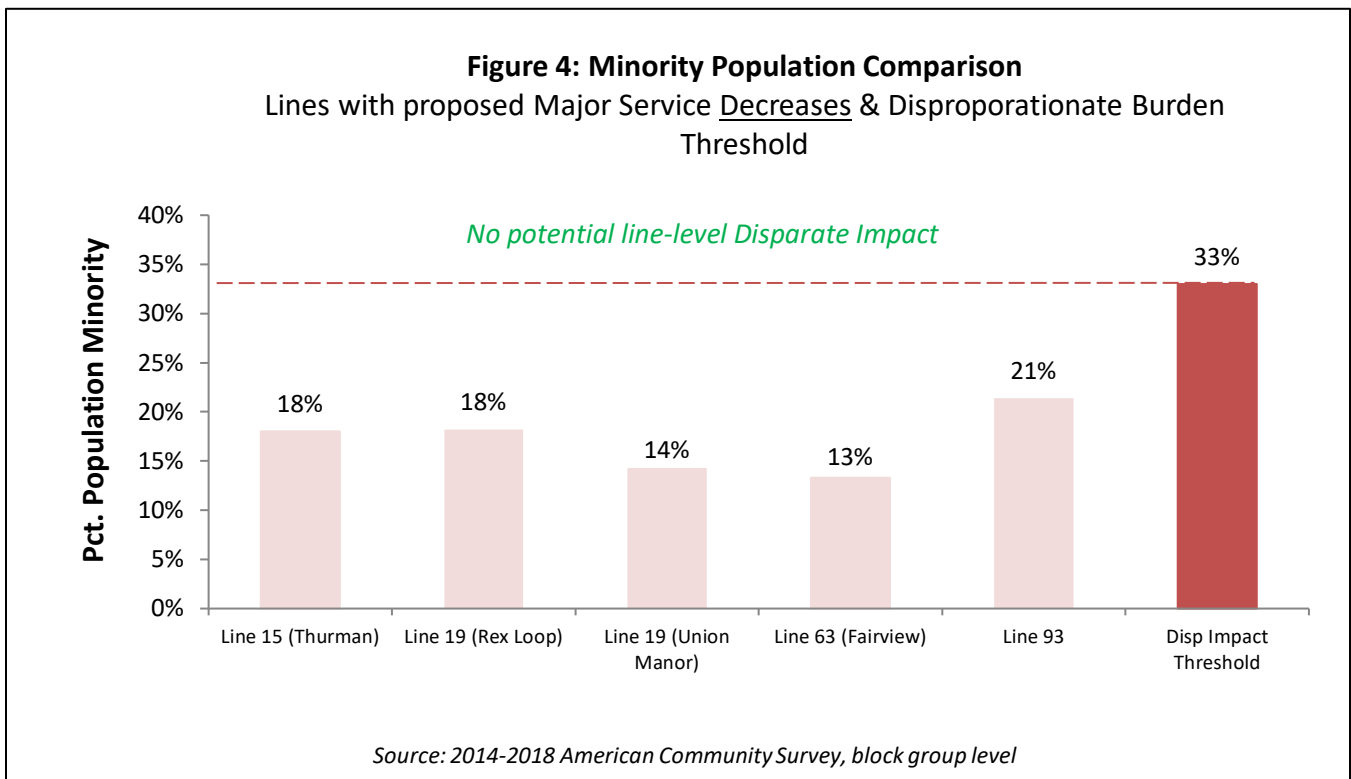
In terms of access<sup>3</sup>, this change would remove service from the Line 11 (Delta Park) to:

- About 14,751 jobs
  - 48% are low-to-medium wage jobs, which is below the TriMet district average
  - 18% are jobs held by minorities, which is above the TriMet district average
  - 12% are jobs held by Hisp./Latino workers, which is above the TriMet district average
- 1 parks/public recreation

In terms of access, this change would remove service from the Line 11 (Rivergate) to:

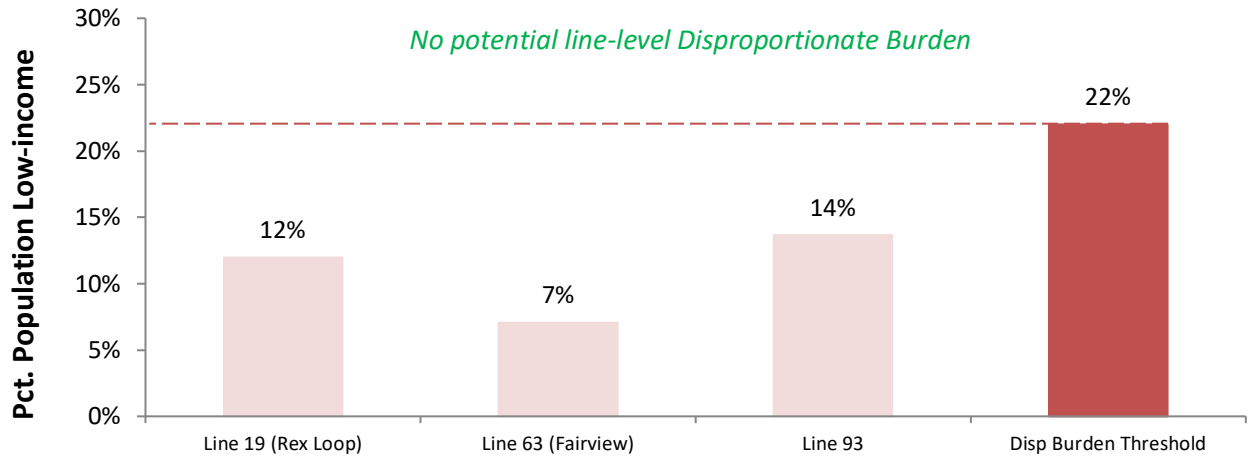
- About 14,295 jobs
  - 48% are low-to-medium wage jobs, which is below the TriMet district average
  - 13% are jobs held by minorities, which is above the TriMet district average
  - 9% are jobs held by Hisp./Latino workers, which is above the TriMet district average
- 1 employment resource center

Figure 4 displays the minority population along each line proposed for a major decrease as compared to the 33% Disparate Impact threshold. Figure 5 displays the low-income population along each line as compared to the 22% Disproportionate Burden threshold. Because these are proposed service decreases, protected populations falling above these thresholds are flagged for potential concerns. The narrative analysis of each individual line follows.



<sup>3</sup> Access defined as within ¼ mile of a stop on the line. For full details of access to services by line, see Attachment A.

**Figure 5: Low-income Population Comparison**  
 Lines with proposed Major Service Decreases & Disproportionate Burden  
 Threshold



Source: 2014-2018 American Community Survey, block group level. Low-income defined as at or below 150% federal poverty level.

➤ **Line 15** (Reduce weekday frequency and span and eliminate weekend service on NW Thurman St)

The proposed changes for this line would potentially burden a service area population that is 18% minority and 8% low-income, which are both well below the Disparate Impact (33%) and Disproportionate Burden (22%) thresholds for Major Service Decreases. Thus, there is no Disparate Impact and no Disproportionate Burden at the line-level.

In terms of access, this change would reduce service from the Line 15 to:

- About 7,559 jobs
  - 40% are low-to-medium wage jobs, which is below the TriMet district average
  - 14% are jobs held by minorities, which is above the TriMet district average
  - 7% are jobs held by Hisp./Latino workers, which is below the TriMet district average
- 1 grocery store/supermarket
- 1 human and social services center

➤ **Line 19** (Reduce weekday frequency and weekend service on the Rex Loop)

The proposed changes for this line would potentially burden a service area population that is 18% minority and 12% low-income, which are both well below the Disparate Impact (33%) and Disproportionate Burden (22%) thresholds for Major Service Decreases. Thus, there is no Disparate Impact and no Disproportionate Burden at the line-level.

In terms of access, this change would remove service from the Line 19 to:

- About 161 jobs
  - 59% are low-to-medium wage jobs, which is above the TriMet district average
  - 9% are jobs held by minorities, which is below the TriMet district average
  - 10% are jobs held by Hisp./Latino workers, which is above the TriMet district average
- 1 human and social services center

➤ **Line 19** (*Reduce weekday span to Union Manor*)

The proposed changes for this line would potentially burden a service area population that is 18% minority and 12% low-income, which are both well below the Disparate Impact (33%) and Disproportionate Burden (22%) thresholds for Major Service Decreases. Thus, there is no Disparate Impact and no Disproportionate Burden at the line-level.

In terms of access, this change would remove service from the Line 19 to:

- About 373 jobs
  - 70% are low-to-medium wage jobs, which is above the TriMet district average
  - 15% are jobs held by minorities, which is above the TriMet district average
  - 10% are jobs held by Hisp./Latino workers, which is above the TriMet district average
- 1 human and social services center
- 1 employment resource center

➤ **Line 63** (*Remove service to Oregon Zoo*)

The removed service for this line would potentially burden a service area population that is 13% minority and 7% low-income, which are both well below the Disparate Impact (33%) and Disproportionate Burden (22%) thresholds for Major Service Decreases. Thus, there is no Disparate Impact and no Disproportionate Burden at the line-level.

In terms of access, this change would remove<sup>4</sup> service from the Line 63 to:

- About 1,225 jobs
  - 52% are low-to-medium wage jobs, which is above the TriMet district average
  - 12% are jobs held by minorities, which is below the TriMet district average
  - 5% are jobs held by Hisp./Latino workers, which is below the TriMet district average
- 3 parks/public recreation

➤ **Line 93** (*Route elimination*)

The retirement of this line would potentially burden a service area population that is 21% minority and 14% low-income, which are both well below the Disparate Impact (33%) and Disproportionate Burden (22%) thresholds for Major Service Decreases. Thus, there is no Disparate Impact and no Disproportionate Burden at the line-level. It should be noted that the service and frequency to these stops will continue to be served by the Line 94.

In terms of access, the Line 94 would resume service to:

- About 44,222 jobs

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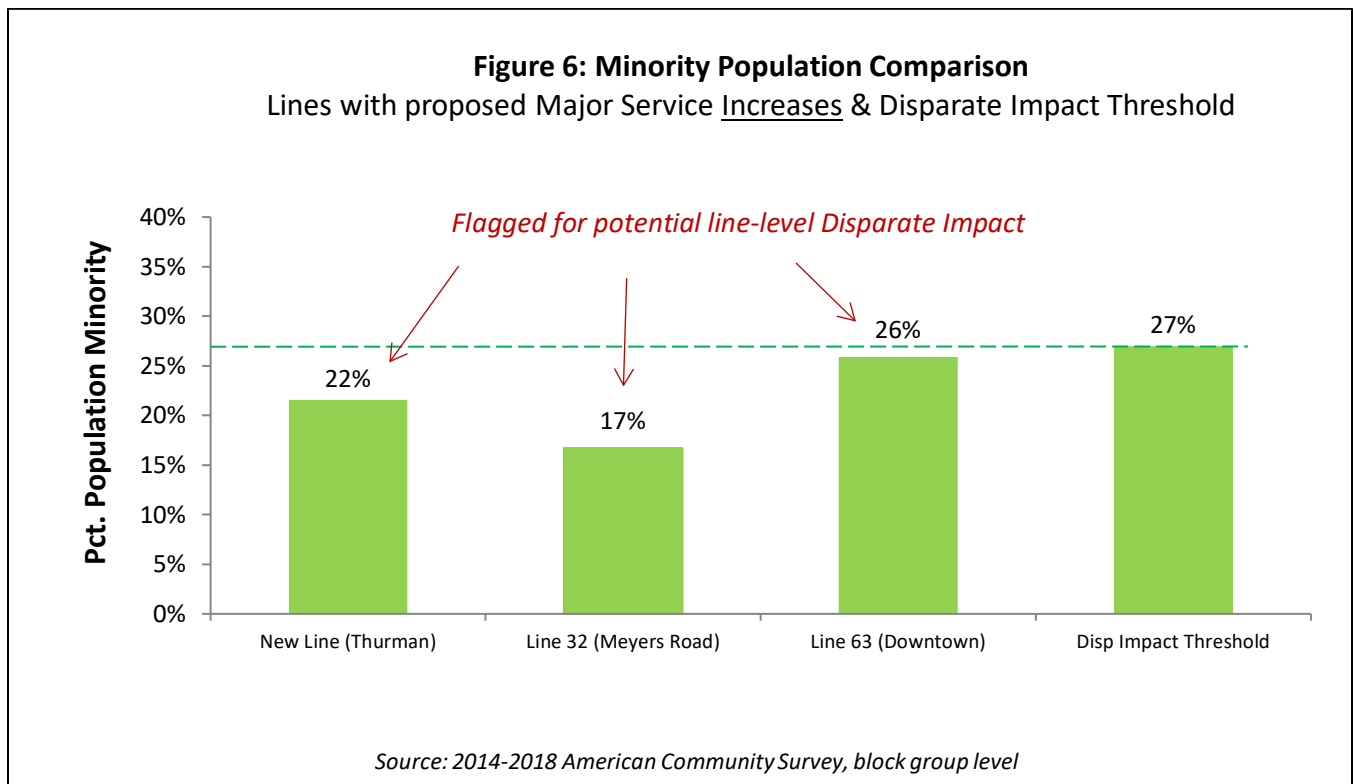
<sup>4</sup> Service will be provided by the Explore Washington Park shuttle

- 54% are low-to-medium wage jobs, which is above the TriMet district average
- 14% are jobs held by minorities, which is above the TriMet district average
- 13% are jobs held by Hisp./Latino workers, which is above the TriMet district average
- 9 grocery stores/supermarkets
- 6 employment resource centers
- 7 human and social services centers
- 1 middle school

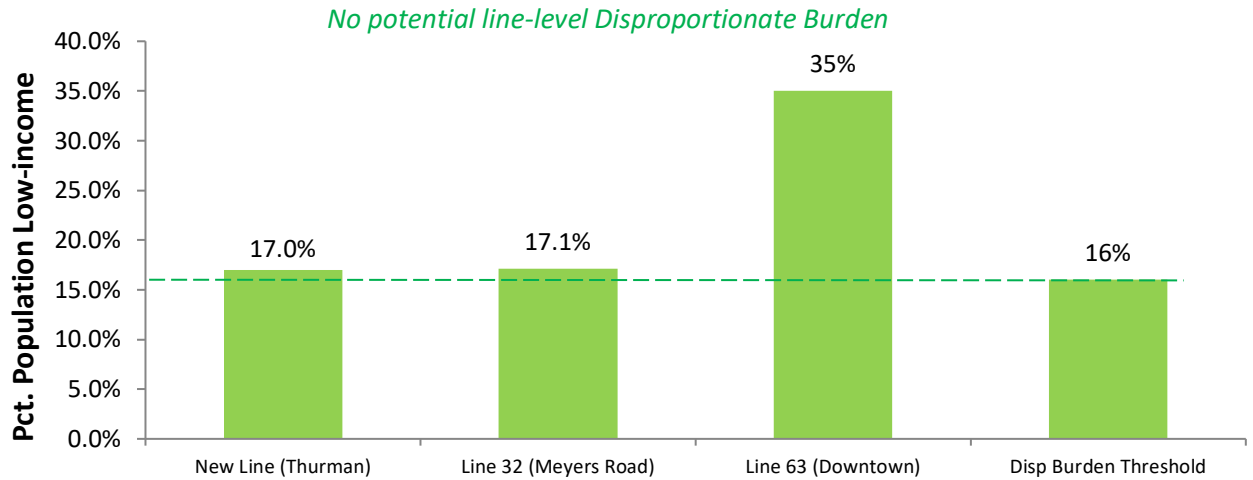
## 2. Major Service Increases

For service increases, the analysis examines the extent to which the *benefits* of the improvements are inclusive of minority and low-income populations.

Figure 6 displays the minority population along each line proposed for a major increase as compared to the 27% Disparate Impact threshold. Figure 7 displays the low-income population along each line as compared to the 16% Disproportionate Burden threshold. Because these are proposed service increases, protected populations *falling below* these thresholds are flagged for potential concerns. The narrative analysis of each individual line follows, which includes further considerations of access to jobs, education, health care, food and parks/public recreation for minority and low-income populations.

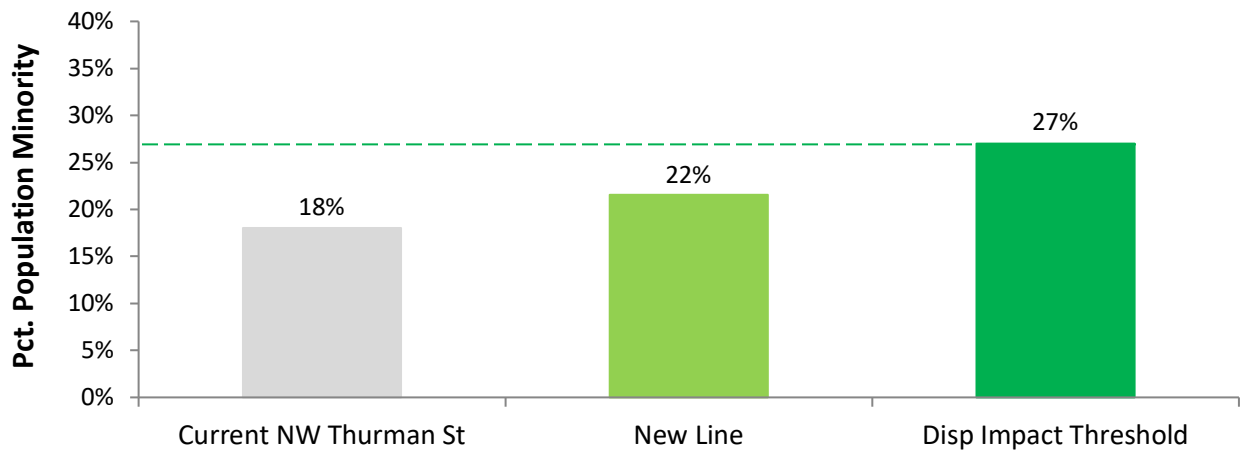


**Figure 7: Low-income Population Comparison**  
 Lines with proposed Major Service Increases & Disproportionate Burden  
 Threshold



Source: 2014-2018 American Community Survey, block group level. Low-income defined as at or below 150% federal poverty level.

**Figure 8: Minority Population Comparison**  
 Proposed Line 15 Major Service Increase



Source: 2014-2018 American Community Survey, block group level



➤ ***New Line – NW Thurman St*** (New bus line)

The new bus line will resume service on NW Thurman St from NW 23rd and to NW Gordon from the Line 15, providing new service on 18th and 19th and ending near Providence Park. As shown in Figure 8, the current service area population is **18% minority**. The proposed routing for this new line would potentially benefit a service area population that is **22% minority**. Although the new line is below the Disparate Impact threshold (27%) for Major Service Increases, the new line will expand the service area for minority populations by 4 percentage points. Thus, **this would not indicate a potential Disparate Impact** after further examination. The service area population is **17% low-income**, which is above the Disproportionate Burden threshold (16%) for Major Service Increases. Thus, there is **no Disproportionate Burden** at the line-level.

In terms of access, this line change would provide new service to:

- About 8,783 jobs
  - 59% are low-to-medium wage jobs, which is much greater than the TriMet district average
  - 14% are jobs held by minorities, which is above the TriMet district average
  - 8% are jobs held by Hisp/Latino workers, which is similar to the TriMet district average
- 1 grocery store/supermarket
- 1 human and social services center

In terms of access, this line would maintain service from the Line 15 to:

- About 7,559 jobs
  - 40% are low-to-medium wage jobs, which is below the TriMet district average
  - 14% are jobs held by minorities, which is above the TriMet district average
  - 7% are jobs held by Hisp./Latino workers, which is below the TriMet district average
- 1 high school
- 9 grocery stores/supermarkets
- 3 human and social services centers

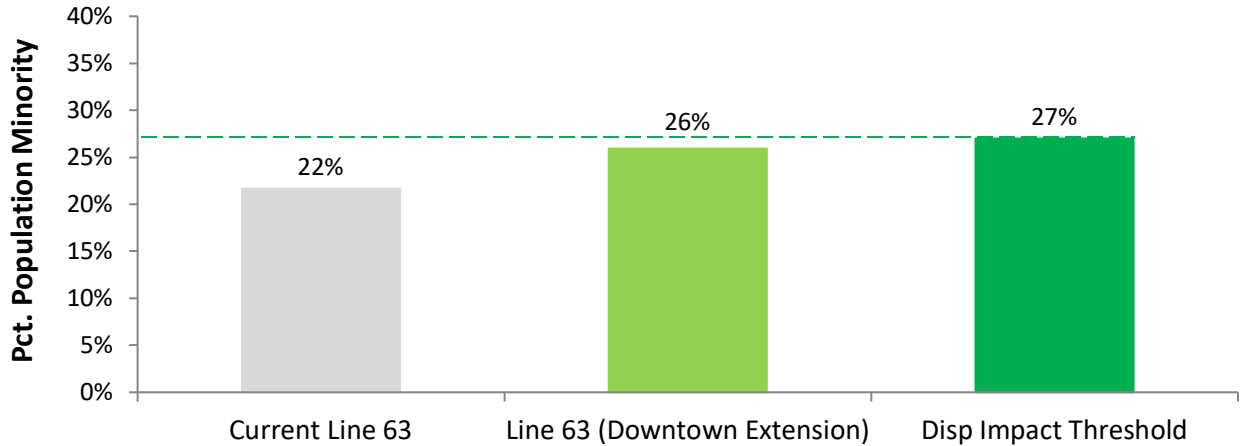
➤ ***Line 32 – Oatfield*** (Route change)

This proposed route change would extend service for Line 32 riders. This service increase to the Beaver Creek Rd portion would potentially benefit a service area population that is **17% minority**, which is below the Disparate Impact threshold (27%) for Major Service Increases. This indicates a **potential Disparate Impact**, calling for further examination, in particular the considerations below as well as the system-level analysis provided in the next section. However, it is important to note that this change would serve the Oregon City High School, which has a minority student population of 23%. The service area population is **17% low-income**, which is above the Disproportionate Burden threshold (16%) for Major Service Increases. Thus, there is **no Disproportionate Burden** at the line-level.

In terms of access, this line change would provide new service to:

- About 3,253 jobs
  - 61% are low-to-medium wage jobs, which is much greater than the TriMet district average
  - 8% are jobs held by minorities, which is below the TriMet district average
  - 8% are jobs held by Hisp/Latino workers, which is similar to the TriMet district average
- 1 high school and 1 human and social services center
- 2 employment resource centers

**Figure 9: Minority Population Comparison**  
Proposed Line 63 Major Service Increase



Source: 2014-2018 American Community Survey, block group level

➤ **Line 63 – Washington Park/Arlington Hts (Route change)**

As shown in Figure 9, the current service area population is **22% minority**. The proposed route change would extend service and potentially benefit a service area population that is **26% minority**. Although the service area population is below the Disparate Impact threshold (27%) for Major Service Increases, the downtown extension increases the service area for minority populations by 4 percentage points. Thus, **this would not indicate a potential Disparate Impact** after further examination. The service area population is **35% low-income**, which is well above the Disproportionate Burden threshold (16%) for Major Service Increases. Thus, there is **no Disproportionate Burden** at the line-level.

In terms of access, this line change would provide new service to:

- About 64,360 jobs
  - 37% are low-to-medium wage jobs, which is much lower than the TriMet district average
  - 14% are jobs held by minorities, which is above the TriMet district average
  - 7% are jobs held by Hisp/Latino workers, which is slightly below the TriMet district average
- 1 high school and 1 college
- 7 human and social services center
- 12 employment resource centers
- 3 grocery stores/supermarkets

➤ **Line 94 – Pacific Hwy/Sherwood (New weekend service)**

This service increase would potentially benefit a service area population that is **22% minority** the Disparate Impact threshold (27%) for Major Service Increases. **This indicates a potential Disparate Impact**, calling for further examination, in particular the considerations below as well as the system-level analysis provided

in the next section. The service area population is **17% low-income**, which is above the Disproportionate Burden threshold (16%) for Major Service Increases. Thus, there is **no Disproportionate Burden** at the line-level. The new weekend service will resume service from the retired Line 93 and continue with the existing 30-minute frequency from Sherwood to Tigard.

In terms of access, service would be maintained from the Line 93 to:

- About 44,222 jobs
  - 54% are low-to-medium wage jobs, which is above the TriMet district average
  - 14% are jobs held by minorities, which is above the TriMet district average
  - 13% are jobs held by Hisp./Latino workers, which is above the TriMet district average
- 9 grocery stores/supermarkets
- 6 employment resource centers
- 7 human and social services centers
- 1 middle school

### **3. Other Major Service Changes**

There are no Other Major Service Changes

## **D. System-level Analysis**

Because more than one line is proposed for a Major Service Change, a system-level analysis is required in addition to the line-level analysis. The system-level analysis aims to measure impacts of all Major Service Changes combined to determine how equitable the impacts would be across racial/ethnic and economic lines. Service increases and service reductions are analyzed separately in order to examine both potential system-level *adverse effects* and distribution of *benefits*.

### ➤ ***System-level Disparate Impact Analysis: Major Service Increases***

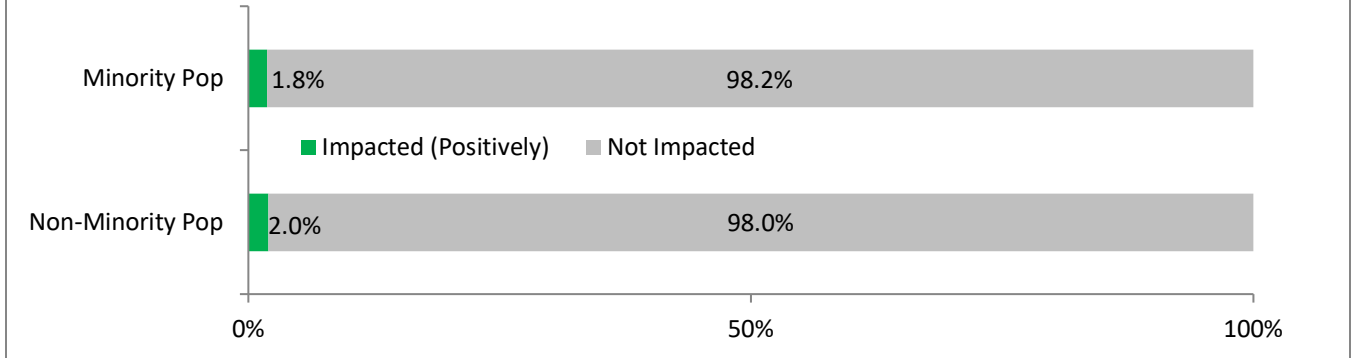
The system-level Disparate Impact analysis of Major Service Increases is completed by determining what portion of the TriMet District's minority population stands to benefit from the Major Service Change improvements, and comparing that to the portion of the District's non-minority population that potentially benefits. A potential Disparate Impact would exist if minority populations benefitted substantially less than non-minority populations. The way we measure this is to test whether 20% less (or 4/5) of the District's minority than non-minority population stood to benefit from the improvements.

Table 5 and Figure 10 compare the positively impacted minority and non-minority populations. A lower percentage of the District's minority population stands to benefit by the proposed Major Service Increase compared to the non-minority population (1.8% vs. 2%, respectively). Therefore, ***no System-level Disparate Impact*** is found related to the proposed Major Service Increases.

**Table 5: System-level Disparate Impact Analysis of Major Service Increases**

Pct. of TriMet District Non-Minority Pop Positively Impacted	Minority Pop Disparate Impact Threshold	Pct. of TriMet District Minority Pop Positively Impacted	Potential Disparate Impact?
2%	Less than 1.6%	1.8%	Yes

**Figure 10: System-level Impacts of Proposed FY22 Major Service Improvements**  
Minority and Non-minority Populations



➤ **System-level Disproportionate Burden Analysis: Major Service Increases**

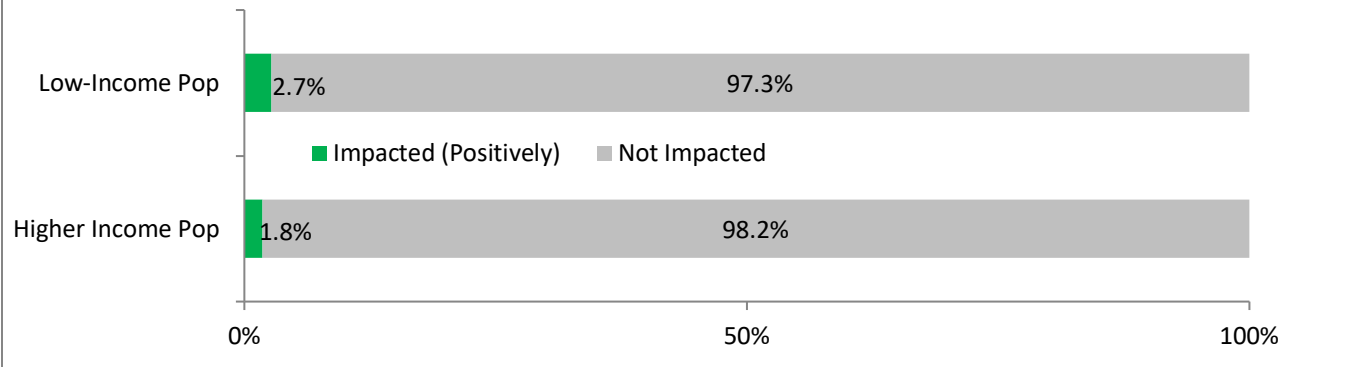
The System-level Disproportionate Burden analysis is completed by determining what proportion of the TriMet District’s low-income population is positively impacted by the Major Service Increases, and comparing that to the District’s higher income population that is positively impacted. “Higher income” includes all persons above the low-income threshold of 150% of the federal poverty level. A potential Disproportionate Burden would exist if low-income populations benefitted substantially less than higher income populations. The way we measure this is to test whether 20% less (or 4/5) of the District’s low-income than higher income population stands to benefit from the improvements.

Table 6 and Figure 11 compare the impacted low-income and higher income populations. A greater percentage of the District’s low-income population stands to benefit from the proposed Major Service Increases as compared to the higher income population (2.7% vs. 1.8%, respectively). Therefore, *no System-level Disproportionate Burden* is found related to the proposed Major Service Increases.

**Table 6: System-level Disproportionate Burden Analysis of Major Service Increases**

Pct. of TriMet District Higher Income Pop Positively Impacted	Low-Income Pop Disparate Impact Threshold	Pct. of TriMet District Low Income Pop Positively Impacted	Potential Disproportionate Burden?
1.8%	Less than 1.5%	2.7%	No

**Figure 11: System-level Impacts of Proposed FY22 Major Service Increases**  
Low-income and Higher Income Populations



➤ **System-level Disparate Impact Analysis: Major Service Reductions**

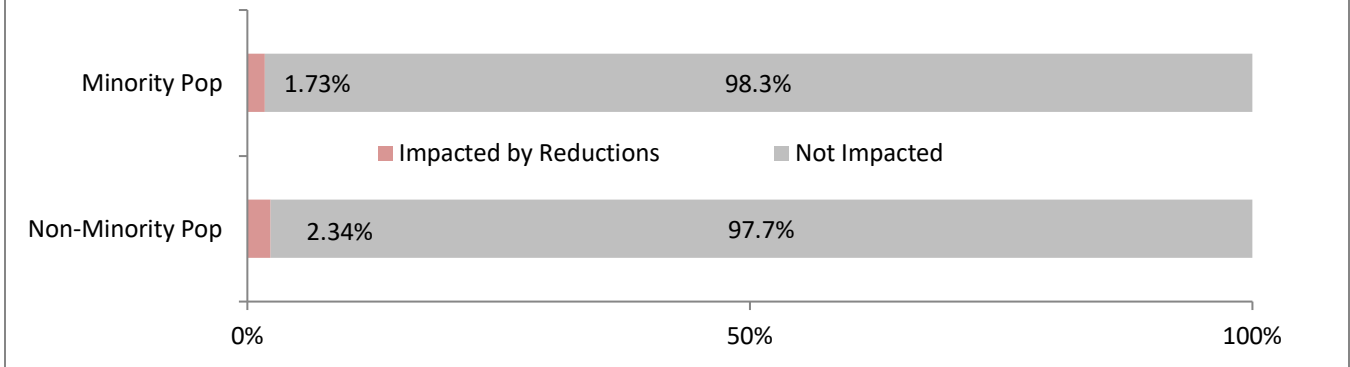
The system-level Disparate Impact analysis of Major Service Reductions is completed by determining what proportion of the TriMet District’s minority population is potentially adversely impacted from the service reductions and comparing that to the District’s non-minority population that may be adversely impacted. A potential Disparate Impact would exist if minority populations were impacted substantially more by service reductions than non-minority populations. The way we measure this is to test whether 20% more of the District’s minority than non-minority population were impacted by the service reductions.

Table 7 and Figure 12 compare the impacted minority and non-minority populations. A greater percentage of the District’s non-minority population is potentially impacted by the proposed Major Service Reductions as compared to the minority population (2.34% vs. 1.73%, respectively). Therefore, ***no system-level Disparate Impact is found related to the proposed Major Service Reductions.***

**Table 7: System-level Disparate Impact Analysis of Major Service Decreases**

Pct. of TriMet District Non-Minority Pop Negatively Impacted	Minority Pop Disparate Impact Threshold	Pct. of TriMet District Minority Pop Negatively Impacted	Potential Disparate Impact?
2.34%	More than 2.8%	1.73%	No

**Figure 12: System-level impacts of proposed FY22 Major Service Reductions  
Minority and Non-minority Populations**



➤ **System-level Disproportionate Burden Analysis: Major Service Reductions**

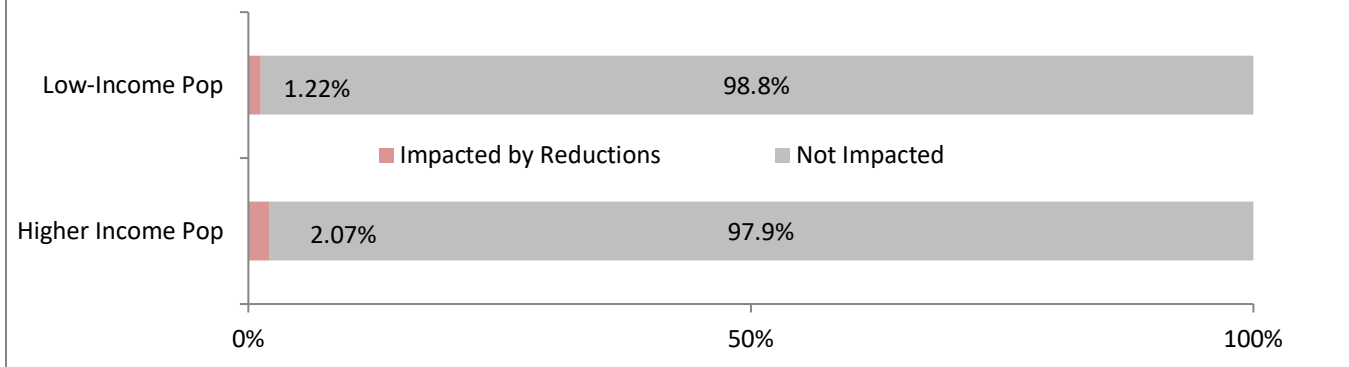
The system-level Disproportionate Burden analysis is completed by determining what proportion of the TriMet District’s low-income population is potentially adversely impacted from the service reductions and comparing that to the District’s higher income population that may be adversely impacted. “Higher income” includes all persons above the low-income threshold of 150% of the federal poverty level. A potential Disproportionate Burden would exist if low-income populations were impacted substantially more by service reductions than higher income populations. The way we measure this is to test whether 20% more of the District’s low-income than higher income population were impacted by the service reductions.

Table 8 and Figure 13 compare the impacted low-income and higher income populations. A greater percentage of the District’s higher income population is potentially impacted by the proposed Major Service Reductions as compared to the low-income population (2.07% vs. 1.22%, respectively). Therefore, *no system-level Disproportionate Burden is found related to the proposed Major Service Reductions.*

**Table 8: System-level Disproportionate Burden Analysis of Major Service Decreases**

Pct. of TriMet District Higher Income Pop Negatively Impacted	Low-Income Pop Disparate Impact Threshold	Pct. of TriMet District Low Income Pop Negatively Impacted	Potential Disproportionate Burden?
2.07%	More than 2.5%	1.22%	No

**Figure 13: System-level impacts of proposed FY22 Major Service Reductions**  
Low-income and Higher Income Populations



#### IV. Community Engagement

The service proposals analyzed in this report speed up the bus system by addressing low ridership deviations and extensions, remedy safety issues, and/or increase coverage. All proposals aim to cost neutrally improve the experience for customers and/or increase efficiency at a time when revenues are declining.<sup>5</sup>

An initial FY22 service plan was developed in fall 2020, at which point TriMet posted the proposed changes on [trimet.org](https://trimet.org) to solicit feedback, placed advertisements in newspapers across the service district, posted signs at bus stops and sent postcards with language translations (Spanish, Chinese, Vietnamese, Japanese, Tagalog, Russian, Arabic, and Ukrainian) to nearby residents of lines with proposed routing changes, presented the proposal to the Transit Equity Advisory Committee, sent emails to riders and other stakeholders, and staff held two TriMet Virtual Open Houses in English and Spanish on October 28<sup>th</sup> and October 29<sup>th</sup>, respectively. Based on feedback received, TriMet modified the plan by:

1. Adding the proposed new line on NW Thurman Street,
2. Continuing to serve SE 23rd to Union Manor via Line 19 with hourly trips seven days a week between 9 a.m. and 3 p.m. and serve the SE 28th/Rex/32nd loop with two morning trips to Downtown Portland and two afternoon trips from Downtown Portland for students and commuters on weekdays,
3. Extending the Line 32 onto Meyers Rd to serve Oregon City High School, and
4. Combining Lines 93 and 94 into one line serving the City of Sherwood to Downtown Portland and maintaining the Line 93 thirty-minute frequency weekend service from Sherwood to Tigard.

For the second phase of outreach, TriMet will hold two virtual open houses in February 2021 to solicit feedback about any updates to the proposal. Many elements of the initial outreach phase will be repeated (postcards, newspaper advertisements, emails). Finally, TriMet will hold a public hearing at its March 24, 2021 board meeting to receive comments on the proposed service changes.

<sup>5</sup> For more information, go to <https://trimet.org/betterbus/servicechanges-fy22>

The following is a summary of themes across the feedback received: *[This section will be completed once all public input is reviewed and the TriMet board of directors has been made aware and considered this service proposal and equity analysis.]*

## V. Summary of Findings

Table 9 on the next page summarizes the results of the line-level and system-level Disparate Impact and Disproportionate Burden analyses. As shown, there are several disparate impacts with the service increases portion of the proposed FY22 Annual Service Plan. All four improvements will serve areas with relatively low minority populations as compared to the TriMet district. After further consideration, improving service on these lines does not raise a high concerns for inequitable distribution of benefits for minority populations. That is, two of the four lines (New Line and Line 63) will both increase their respective service area for minority populations compared to their current service areas. The Line 32 extension will increase access to the Oregon City High School, which has a higher percentage of minority students (23%) and the Line 94 will resume service for the Line 93. On the other hand, the proposal does not raise concerns of an inequitable distribution of benefits for low-income populations. That is, the proposed improvements did not have any line-level Disproportionate Burdens and there were no system-level impacts.

The proposed route reduction to the Line 11 does appear to create a potential adverse effect given the high concentration of minority populations potentially impacted. For the Delta Park stops, there is a comparable level of service for seven out of 10 stops being removed. Additionally, TriMet is partnering with the City of Portland to add safe and accessible stops for Line 6 on N Vancouver Way at N Marine Way to improve connections to the Bridgeton neighborhood in effort to minimize some of the impacts of the discontinued service. However, three out of the 10 stops will not have comparable or alternative service within ¼ mile; therefore, adverse effect does apply to the removal of those stops. To that end, TriMet has made the decision to take no additional action and move forward as planned. This decision is based on the following reasons:

- The balance of benefits to minority populations across many MAX stations and bus stop compared to the negative impacts to the populations near three bus stops is overall positive.
- Other options carry large on-going operations costs, taking operating resources away from other services that could serve larger populations.
- The bus stop pairs of most concern has comparatively low ridership.

These reasons serve as the substantial legitimate justification for why avoiding, minimizing, or mitigating for the adverse effect is not practicable, per FTA guidelines.

For the N. Rivergate Blvd stops, there are no residences along N. Rivergate Blvd. and the stops being removed see no activity at all as of spring 2020. Therefore, adverse effect does not apply. The three remaining proposed service reductions on Line 15, 19, and 63 do not appear to create adverse effects given the low concentrations of minority and low-income populations. Overall, reducing service on these lines does not raise concerns of an inequitable distribution of burdens for minority and low income populations given the results of the line-level and system-level analysis.

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<sup>6</sup> <https://www.publicschoolreview.com/oregon-city-senior-high-school-profile>



**Table 9: Summary of Disparate Impact and Disproportionate Burden Analysis Results**

		Potential Disparate Impact?	Potential Disproportionate Burden?
<b>Major Service Reduction</b>	11 - Rivergate/Marine Dr	Yes	No
	19 - Woodstock/Glisan	No	No
	63 - Washington Park/Arlington Hts	No	No
	93 - Tigard/Sherwood	No	No
	<b>Combined Reductions (System-level)</b>	No	No
<b>Major Service Increases</b>	New Line - Thurman	No	No
	32 - Oatfield	Yes	No
	63 - Washington Park/Arlington Hts	No	No
	94 - Pacific Hwy/Sherwood	No	No
	<b>Combined Improvements (System-level)</b>	No	No
<b>Other Major Service Changes</b>	-	-	

**Attachment A: Analysis of impact on access to employment, education, health care, food, and parks/public recreation for minority and low-income populations**

### Line 11 – Rivergate/Marine Drive

*Route length decrease*

Creates new access  
  Improves access  
  Removes access  
  Reduces access

	Employment	Employment Resource Centers	Education & Educational Services	Community Health Care Services	Grocery Stores & Supermarkets	Parks & Public Recreation
<b>Delta Park</b>	<ul style="list-style-type: none"> <li>Removes access to an estimated <b>14,751 jobs</b></li> </ul> <p> <span style="color: red;">■</span> Line 11 (Delta Park portion)                               <span style="color: blue;">■</span> TriMet District                         </p>	N/A	N/A	N/A	N/A	<ul style="list-style-type: none"> <li>Owens Sports Complex</li> </ul>
<b>Rivergate</b>	<ul style="list-style-type: none"> <li>Removes access to an estimated <b>14,295 jobs</b></li> </ul> <p> <span style="color: red;">■</span> Line 11 (Rivergate portion)                               <span style="color: blue;">■</span> TriMet District                         </p>	<ul style="list-style-type: none"> <li>Cody Staffing</li> </ul>	N/A	N/A	N/A	N/A

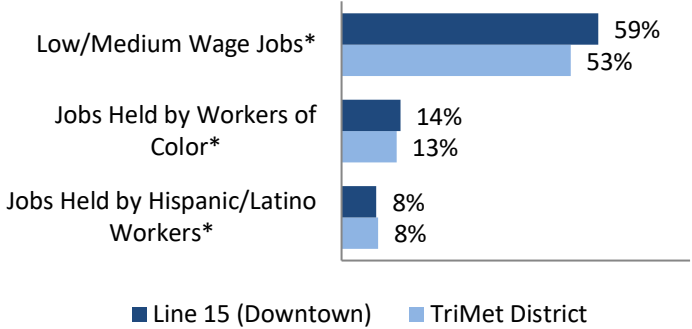
\*Low/Medium wage jobs defined as having earnings of under \$3,333 per month, or about \$40,000 per year. Jobs held by workers of color include jobs where the race indicated was not "White Alone". Jobs held by Hispanic/Latino workers include jobs where the ethnicity indicated was Hispanic/Latino. Source: US Census Bureau.

**Line 15 – Belmont/NW 23rd**

*New Line and Weekday Frequency and Span Decrease and eliminate Weekend Service*

Creates new access    Improves access    Removes access    Reduces access    Maintains access

	Employment	Employment Resource Centers	Education & Educational Services	Community Health Care Services	Grocery Stores & Supermarkets	Parks & Public Recreation												
<b>REDUCES ACCESS (Thurman)</b>	<ul style="list-style-type: none"> <li>• <u>Reduces</u> access to an estimated <b>7,559 jobs</b></li> </ul> <table border="1"> <caption>Job Access Comparison (Thurman)</caption> <thead> <tr> <th>Category</th> <th>Line 15 (Downtown)</th> <th>TriMet District</th> </tr> </thead> <tbody> <tr> <td>Low/Medium Wage Jobs*</td> <td>59%</td> <td>53%</td> </tr> <tr> <td>Jobs Held by Workers of Color*</td> <td>14%</td> <td>13%</td> </tr> <tr> <td>Jobs Held by Hispanic/Latino Workers*</td> <td>8%</td> <td>8%</td> </tr> </tbody> </table> <p>■ Line 15 (Downtown)   ■ TriMet District</p>	Category	Line 15 (Downtown)	TriMet District	Low/Medium Wage Jobs*	59%	53%	Jobs Held by Workers of Color*	14%	13%	Jobs Held by Hispanic/Latino Workers*	8%	8%	N/A	N/A	<ul style="list-style-type: none"> <li>• Friendly House</li> </ul>	<ul style="list-style-type: none"> <li>• Food Front Cooperative Grocery</li> </ul>	N/A
Category	Line 15 (Downtown)	TriMet District																
Low/Medium Wage Jobs*	59%	53%																
Jobs Held by Workers of Color*	14%	13%																
Jobs Held by Hispanic/Latino Workers*	8%	8%																
<b>MAINTAINS ACCESS (New Line with only Thurman)</b>	<ul style="list-style-type: none"> <li>• <u>Maintains</u> access to an estimated <b>7,559 jobs</b></li> </ul> <table border="1"> <caption>Job Access Comparison (New Line with only Thurman)</caption> <thead> <tr> <th>Category</th> <th>Line 15 (Downtown)</th> <th>TriMet District</th> </tr> </thead> <tbody> <tr> <td>Low/Medium Wage Jobs*</td> <td>59%</td> <td>53%</td> </tr> <tr> <td>Jobs Held by Workers of Color*</td> <td>14%</td> <td>13%</td> </tr> <tr> <td>Jobs Held by Hispanic/Latino Workers*</td> <td>8%</td> <td>8%</td> </tr> </tbody> </table> <p>■ Line 15 (Downtown)   ■ TriMet District</p>	Category	Line 15 (Downtown)	TriMet District	Low/Medium Wage Jobs*	59%	53%	Jobs Held by Workers of Color*	14%	13%	Jobs Held by Hispanic/Latino Workers*	8%	8%	N/A	N/A	<ul style="list-style-type: none"> <li>• Friendly House</li> </ul>	<ul style="list-style-type: none"> <li>• Food Front Cooperative Grocery</li> </ul>	N/A
Category	Line 15 (Downtown)	TriMet District																
Low/Medium Wage Jobs*	59%	53%																
Jobs Held by Workers of Color*	14%	13%																
Jobs Held by Hispanic/Latino Workers*	8%	8%																

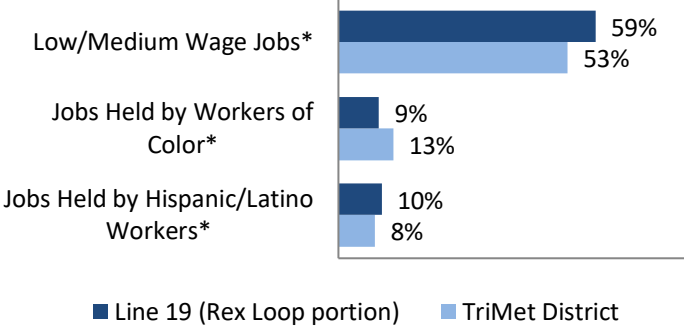
<p><b>NEW ACCESS (Downtown)</b></p>	<ul style="list-style-type: none"> <li>• New access to an estimated <b>8,783 jobs</b></li> </ul>  <table border="1"> <caption>Job Access Comparison</caption> <thead> <tr> <th>Category</th> <th>Line 15 (Downtown)</th> <th>TriMet District</th> </tr> </thead> <tbody> <tr> <td>Low/Medium Wage Jobs*</td> <td>59%</td> <td>53%</td> </tr> <tr> <td>Jobs Held by Workers of Color*</td> <td>14%</td> <td>13%</td> </tr> <tr> <td>Jobs Held by Hispanic/Latino Workers*</td> <td>8%</td> <td>8%</td> </tr> </tbody> </table> <p>■ Line 15 (Downtown) ■ TriMet District</p>	Category	Line 15 (Downtown)	TriMet District	Low/Medium Wage Jobs*	59%	53%	Jobs Held by Workers of Color*	14%	13%	Jobs Held by Hispanic/Latino Workers*	8%	8%	<p>N/A</p>	<ul style="list-style-type: none"> <li>• Lincoln High School</li> </ul>	<ul style="list-style-type: none"> <li>• Raphael House</li> <li>• The Childrens Institute</li> <li>• Legacy Good Samaritan</li> </ul>	<ul style="list-style-type: none"> <li>• Walgreens (3 locations)</li> <li>• Trader Joes</li> <li>• Lovejoy Market</li> <li>• New Seasons</li> <li>• Zupans Market</li> <li>• Natural Mart</li> <li>• Spring Market</li> </ul>	<ul style="list-style-type: none"> <li>• Hillsboro Volleyball Club</li> </ul>
Category	Line 15 (Downtown)	TriMet District																
Low/Medium Wage Jobs*	59%	53%																
Jobs Held by Workers of Color*	14%	13%																
Jobs Held by Hispanic/Latino Workers*	8%	8%																

*\*Low/Medium wage jobs defined as having earnings of under \$3,333 per month, or about \$40,000 per year. Jobs held by workers of color include jobs where the race indicated was not "White Alone". Jobs held by Hispanic/Latino workers include jobs where the ethnicity indicated was Hispanic/Latino. Source: US Census Bureau.*

### Line 19 – Woodstock/Glisan (Rex Loop)

Reduce frequency on weekday and all service on weekends

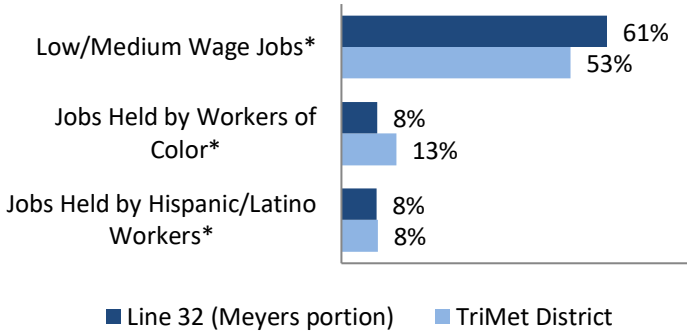
Creates new access    Improves access    Removes access    Reduces access

Employment	Employment Resource Centers	Education & Educational Services	Community Health Care Services	Grocery Stores & Supermarkets	Parks & Public Recreation												
<p>• <u>Improves</u> access to an estimated <b>161 jobs</b></p>  <table border="1"> <caption>Bar Chart Data</caption> <thead> <tr> <th>Category</th> <th>Line 19 (Rex Loop portion)</th> <th>TriMet District</th> </tr> </thead> <tbody> <tr> <td>Low/Medium Wage Jobs*</td> <td>59%</td> <td>53%</td> </tr> <tr> <td>Jobs Held by Workers of Color*</td> <td>9%</td> <td>13%</td> </tr> <tr> <td>Jobs Held by Hispanic/Latino Workers*</td> <td>10%</td> <td>8%</td> </tr> </tbody> </table> <p>■ Line 19 (Rex Loop portion)   ■ TriMet District</p> <p><small>*Low/Medium wage jobs defined as having earnings of under \$3,333 per month, or about \$40,000 per year. Jobs held by workers of color include jobs where the race indicated was not "White Alone". Jobs held by Hispanic/Latino workers include jobs where the ethnicity indicated was Hispanic/Latino. Source: US Census Bureau.</small></p>	Category	Line 19 (Rex Loop portion)	TriMet District	Low/Medium Wage Jobs*	59%	53%	Jobs Held by Workers of Color*	9%	13%	Jobs Held by Hispanic/Latino Workers*	10%	8%	N/A	N/A	<ul style="list-style-type: none"> <li>• Home Care Workers</li> </ul>	N/A	N/A
Category	Line 19 (Rex Loop portion)	TriMet District															
Low/Medium Wage Jobs*	59%	53%															
Jobs Held by Workers of Color*	9%	13%															
Jobs Held by Hispanic/Latino Workers*	10%	8%															

### Line 32 – Oatfield

Route change

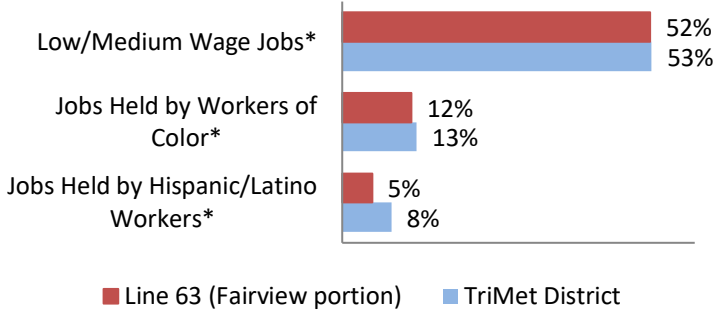
Creates new access    Improves access    Removes access    Reduces access

Employment	Employment Resource Centers	Education & Educational Services	Community Health Care Services	Grocery Stores & Supermarkets	Parks & Public Recreation												
<p>• <u>Improves</u> access to an estimated <b>3,253 jobs</b></p>  <table border="1" data-bbox="241 511 927 844"> <caption>Bar Chart Data</caption> <thead> <tr> <th>Category</th> <th>Line 32 (Meyers portion)</th> <th>TriMet District</th> </tr> </thead> <tbody> <tr> <td>Low/Medium Wage Jobs*</td> <td>61%</td> <td>53%</td> </tr> <tr> <td>Jobs Held by Workers of Color*</td> <td>8%</td> <td>13%</td> </tr> <tr> <td>Jobs Held by Hispanic/Latino Workers*</td> <td>8%</td> <td>8%</td> </tr> </tbody> </table> <p>■ Line 32 (Meyers portion)   ■ TriMet District</p> <p><small>*Low/Medium wage jobs defined as having earnings of under \$3,333 per month, or about \$40,000 per year. Jobs held by workers of color include jobs where the race indicated was not "White Alone". Jobs held by Hispanic/Latino workers include jobs where the ethnicity indicated was Hispanic/Latino. Source: US Census Bureau.</small></p>	Category	Line 32 (Meyers portion)	TriMet District	Low/Medium Wage Jobs*	61%	53%	Jobs Held by Workers of Color*	8%	13%	Jobs Held by Hispanic/Latino Workers*	8%	8%	<ul style="list-style-type: none"> <li>• Rotator Staffing Services</li> <li>• Simplex Solutions</li> </ul>	<ul style="list-style-type: none"> <li>• Oregon City High School</li> </ul>	<ul style="list-style-type: none"> <li>• Home Care Workers</li> </ul>	<p>N/A</p>	<p>N/A</p>
Category	Line 32 (Meyers portion)	TriMet District															
Low/Medium Wage Jobs*	61%	53%															
Jobs Held by Workers of Color*	8%	13%															
Jobs Held by Hispanic/Latino Workers*	8%	8%															

**Line 63 – Washington Park/Arlington Hts**  
*Discontinue service to the Oregon Zoo and Extend Service Downtown*

	Employment	Employment Resource Centers	Education & Educational Services	Community Health Care Services	Grocery Stores & Supermarkets	Parks & Public Recreation												
<b>NEW ACCESS</b>	<ul style="list-style-type: none"> <li>Improves access to an estimated <b>64,360 jobs</b></li> </ul> <table border="1"> <caption>Job Access Comparison</caption> <thead> <tr> <th>Category</th> <th>Line 63 (Downtown)</th> <th>TriMet District</th> </tr> </thead> <tbody> <tr> <td>Low/Medium Wage Jobs*</td> <td>37%</td> <td>53%</td> </tr> <tr> <td>Jobs Held by Workers of Color*</td> <td>14%</td> <td>13%</td> </tr> <tr> <td>Jobs Held by Hispanic/Latino Workers*</td> <td>7%</td> <td>8%</td> </tr> </tbody> </table> <p>Legend: ■ Line 63 (Downtown) ■ TriMet District</p>	Category	Line 63 (Downtown)	TriMet District	Low/Medium Wage Jobs*	37%	53%	Jobs Held by Workers of Color*	14%	13%	Jobs Held by Hispanic/Latino Workers*	7%	8%	<ul style="list-style-type: none"> <li>ADA Staffing</li> <li>Northwest Staffing Resources</li> <li>Modis Inc,</li> <li>Hispanic Association</li> <li>CampusPoint</li> <li>Roth Staffing</li> <li>Adecco Medical and Science Staffing</li> <li>Insight</li> <li>Phoenix Staffing</li> <li>Oakridge Staffing</li> <li>Blue Chip Talent</li> </ul>	<ul style="list-style-type: none"> <li>New Avenues for Youth</li> <li>Oregon City High School</li> <li>Portland Community College</li> </ul>	<ul style="list-style-type: none"> <li>National Association for Black Veterans</li> <li>Old Town Clinic</li> <li>Central City Concern</li> <li>Cascade Aids Project</li> <li>Transition Projects</li> <li>BCFS Health and Human Services</li> <li>Big Brothers Big Sisters</li> </ul>	<ul style="list-style-type: none"> <li>Rite Aid</li> <li>Grocery Delivery E-Services</li> <li>Glowing Greens</li> </ul>	N/A
Category	Line 63 (Downtown)	TriMet District																
Low/Medium Wage Jobs*	37%	53%																
Jobs Held by Workers of Color*	14%	13%																
Jobs Held by Hispanic/Latino Workers*	7%	8%																



<p><b>REMOVED ACCESS</b></p>	<ul style="list-style-type: none"> <li>Removes access to an estimated <b>1,225 jobs</b></li> </ul>  <table border="1"> <thead> <tr> <th>Category</th> <th>Line 63 (Fairview portion)</th> <th>TriMet District</th> </tr> </thead> <tbody> <tr> <td>Low/Medium Wage Jobs*</td> <td>52%</td> <td>53%</td> </tr> <tr> <td>Jobs Held by Workers of Color*</td> <td>12%</td> <td>13%</td> </tr> <tr> <td>Jobs Held by Hispanic/Latino Workers*</td> <td>5%</td> <td>8%</td> </tr> </tbody> </table> <p>■ Line 63 (Fairview portion) ■ TriMet District</p>	Category	Line 63 (Fairview portion)	TriMet District	Low/Medium Wage Jobs*	52%	53%	Jobs Held by Workers of Color*	12%	13%	Jobs Held by Hispanic/Latino Workers*	5%	8%	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<ul style="list-style-type: none"> <li>Oregon Zoo</li> <li>Japanese Garden</li> <li>Hoyt Arboretum</li> </ul>
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\*Low/Medium wage jobs defined as having earnings of under \$3,333 per month, or about \$40,000 per year. Jobs held by workers of color include jobs where the race indicated was not "White Alone". Jobs held by Hispanic/Latino workers include jobs where the ethnicity indicated was Hispanic/Latino. Source: US Census Bureau.

**Line 93 – Belmont/NW 23rd and Line 94 – Pacific Hwy/Sherwood**

*New Line and Weekday Frequency and Span Decrease and eliminate Weekend Service*

Creates new access    Improves access    Removes access    Reduces access    Maintains access

	Employment	Employment Resource Centers	Education & Educational Services	Community Health Care Services	Grocery Stores & Supermarkets	Parks & Public Recreation
<b>REDUCES ACCESS</b>	<ul style="list-style-type: none"> <li>• <u>Reduces</u> access to an estimated <b>44,222 jobs</b></li> </ul> <p>■ Line 93   ■ TriMet District</p>	<ul style="list-style-type: none"> <li>• Quest Staffing Services</li> <li>• Pacific Labor Supply</li> <li>• Summit Staffing Services</li> <li>• Motivaction Recruiting Corporation</li> <li>• Transforce Inc</li> <li>• Labormax Staffing</li> </ul>	<ul style="list-style-type: none"> <li>• Sherwood Middle School</li> </ul>	<ul style="list-style-type: none"> <li>• Pacific Alcohol &amp; Drug Counseling</li> <li>• Breast Friends</li> <li>• Share and Care House</li> <li>• Helping Hands Home Care</li> <li>• Luke-Dorf Behavioral Health Services</li> <li>• Companion Life Services</li> <li>• McCann’s Medical</li> </ul>	<ul style="list-style-type: none"> <li>• Safeway Stores (2 store locations)</li> <li>• Rite Aid (2 store locations)</li> <li>• Walgreens (3 store locations)</li> <li>• Grocery Outlet of King City</li> <li>• Hi-Mart Portland</li> </ul>	N/A
<b>MAINTAINS ACCESS</b>	<ul style="list-style-type: none"> <li>• <u>Maintains</u> access to an estimated <b>44,222 jobs</b></li> </ul> <p>■ Line 93   ■ TriMet District</p>	<ul style="list-style-type: none"> <li>• Quest Staffing Services</li> <li>• Pacific Labor Supply</li> <li>• Summit Staffing Services</li> <li>• Motivaction Recruiting Corporation</li> <li>• Transforce Inc</li> <li>• Labormax Staffing</li> </ul>	<ul style="list-style-type: none"> <li>• Sherwood Middle School</li> </ul>	<ul style="list-style-type: none"> <li>• Pacific Alcohol &amp; Drug Counseling</li> <li>• Breast Friends</li> <li>• Share and Care House</li> <li>• Helping Hands Home Care</li> <li>• Luke-Dorf Behavioral Health Services</li> <li>• Companion Life Services</li> <li>• McCann’s Medical</li> </ul>	<ul style="list-style-type: none"> <li>• Safeway Stores (2 store locations)</li> <li>• Rite Aid (2 store locations)</li> <li>• Walgreens (3 store locations)</li> <li>• Grocery Outlet of King City</li> <li>• Hi-Mart Portland</li> </ul>	N/A

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